Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Treasury

For 4th Quarter 2019 for period ending September 30, 2019

			Co	mpara	tive Da	ta
Complaint Activity	Pro	evious]	Fiscal Y	Year D	ata	2010 Th 00 20
	2014	2015	2016	2017	2018	2019 Thru 09-30
Number of Complaints Filed	357	394	401	367	447	397
Number of Complainants	330	372	373	348	411	363
Repeat Filers	21	16	23	18	32	28

Complaints by Pasis		(Compa	rative	Data	
Complaints by Basis	Pre	evious]	Fiscal `	Year D	ata	2019
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	Thru 09-30
Race	161	176	155	170	177	150
Color	35	56	51	61	56	47
Religion	14	25	17	26	18	18
Reprisal	206	224	240	200	231	211
Sex	121	153	153	134	147	149
PDA	1	2	3	2	2	0
National Origin	35	48	43	42	54	47
Equal Pay Act	1	3	1	2	3	1

Age	119	126	126	114	102	118
Disability	94	140	155	141	177	151
Genetics	0	3	0	1	3	5
Non-EEO	16	26	30	20	27	33
Compleints by Issue		(Compa	rative	Data	
Complaints by Issue	Pre	vious l	Fiscal `	Year D	ata	2010
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019 Thru 09-30
Appointment/Hire	21	23	27	33	18	25
Assignment of Duties	48	55	50	61	80	40
Awards	7	11	6	16	8	7
Conversion to Full Time/Perm Status	1	0	1	1	1	2
Disciplinary Action						
Demotion	2	6	5	4	6	2
Reprimand	8	17	19	16	23	17
Suspension	18	16	25	19	25	12
Removal	6	6	6	4	3	6
Other	0	0	14	26	18	14
Duty Hours	12	14	10	11	19	13
Perf. Eval./ Appraisal	88	87	86	81	96	71
Examination/Test	0	0	0	1	0	0
Harassment						
Non-Sexual	154	171	183	151	189	160
Sexual	13	14	9	12	12	15
Medical Examination	0	4	1	4	2	0
Pay including overtime	9	10	6	16	13	11
Promotion/Non-Selection	58	86	66	72	68	57
Reassignment						

Denied			5	6	7	6	4	ļ	4
Directed			14	11	16	5	1:	5	16
Reasonable Accommodation D	isability		24	54	58	53	7	1	55
Reinstatement			0	1	2	1	0)	0
Religious Accommodation			0	0	1	0	1	_	0
Retirement			3	3	5	3	3	3	3
Sex-Stereotyping			0	0	4	3	1	_	1
Telework			0	0	11	14	1	1	20
Termination			20	16	28	28	40	0	27
Terms/Conditions of Employme	ent		69	82	61	62	78	8	59
Time and Attendance			53	65	61	58	6.	3	62
Training			12	25	20	17	22	2	7
Other									
Equal Pay Act Violation			0	0	2	5	0)	0
User Defined - Other 2			0	0	0	0	0)	0
User Defined - Other 3			0	0	0	0	0)	0
User Defined - Other 4			0	0	0	0	0)	0
				Compa	rative]	Data			
Processing Time	I	Previo	us	Fiscal Y	ear Da	ta		20	19 Thru
	2014	201:	5	2016	2017	201	8		09-30
Complaints pending during fisc	al year								
Average number of days in investigation	297.64	206.7	70	203.10	187.25	167.	62		169.46
Average number of days in final action	32.37	32.9	1	39.20	33.86	36.0	08		33.16
Complaint pending during fisca	ıl year wl	nere he	eari	ng was ı	equeste	d			
Average number of days in investigation	304.79	210.5	54	210.16	191.22	167.	55		172.25
Average number of days in final action	21.27	20.2	9	27.55	23.83	27.4	46		29.59

Complaint pending during fisca	l yea	ar w	here	hea	ing	wa	s no	t re	ques	ted			
Average number of days in investigation	284	1.95	198	3.92	20	0.6	8 1	86.	39	172	.42	170).78
Average number of days in final action	45	.58	44.	.27	51	1.14	<u>ا</u> د	45.5	6	47.	04	40	.45
						Coı	mpa	rati	ive I)at	a		
Complaints Dismissed by Agency	Ì		Pre	viou	ıs F	isca	ıl Y	ear	Data	a		2019	Thru
ragency	Ì	20	14	201	5 2	201	6	201′	7 2	201	8	09-	30
Total Complaints Dismissed by Agency		4	9	55		58		47		51		5.	3
Average days pending prior to dismissal		115	.92	47.	3 3	80.6	9 5	52.4	7 1	25.	86	55.	92
Complair	nts V	With	ıdrav	wn l	y C	Com	ıpla	ina	nts				
Total Complaints Withdrawn by Complainants	у	4	8	22		32		21		23		30	0
						Co	mpa	arat	ive l	Dat	a		
Total Final Agency Actions	5		Pre	evio	us F	isc	al Y	'ear	Dat	a		2019	Thru
Finding Discrimination		20	14	20	15	20	16	20	17	20	18	09	-30
		#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings		1		0		8		13		7		11	
Without Hearing		0	0	0	0	6	75	12	92	6	86	1	9
With Hearing		1	100	0	0	2	25	1	8	1	14	10	91
Findings of Discrimination	ı					Co	mp	ara	tive	Dat	ta		
Rendered by Basis			P	revi	ous	Fis	scal	Yea	ar D	ata			019
Note: Complaints can be filed	100	2	014	20	15	20)16	2	017		2018		ru 09- 30
alloging multiple bases The au-	II		0/	#	%	#	%	#	%	#	%	#	%
alleging multiple bases. The sur of the bases may not equal tota complaints and findings.	l	#	%	#	/ 0								/0
of the bases may not equal tota	·l	3	%	4		8		8		5		11	70
of the bases may not equal tota complaints and findings.	<i>il</i>		100	4	25	8	13	8	13	5		11	64

Religion	1	33	0	0	1	13	0	0	0	0	0	0
Reprisal	1	33	2	50	2	25	5	63	2	40	7	64
Sex	1	33	0	0	2	25	4	50	0	0	2	18
PDA	0	0	0	0	0	0	1	13	0	0	0	0
National Origin	0	0	0	0	1	13	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	13	0	0	0	0	3	27
Disability	2	67	3	75	3	38	6	75	4	80	4	36
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		2		1		1		10	
Race	1	100	0	0	1	50	0	0	0	0	7	70
Color	0	0	0	0	1	50	0	0	0	0	2	20
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	1	100	1	100	6	60
Sex	1	100	0	0	0	0	0	0	0	0	2	20
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	50	0	0	0	0	3	30
Disability	0	0	0	0	1	50	1	100	0	0	4	40
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	1											
Findings Without Hearing	2		4		6		7		4		1	
Race	2	100	1	25	0	0	1	14	1	25	0	0
Color	0	0	0	0	0	0	1	14	1	25	0	0

Religion	1	50	0	0	1	17	0	0	0	0	0	0
Reprisal	1	50	2	50	2	33	4	57	1	25	1	100
Sex	0	0	0	0	2	33	4	57	0	0	0	0
PDA	0	0	0	0	0	0	1	14	0	0	0	0
National Origin	0	0	0	0	1	17	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0
Disability	2	100	3	75	2	33	5	71	4	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	1											

					C	omj	par	ative	Da	ta		
Findings of Discrimination		P	revi	ious	Fis	scal	Yea	ar Da	ta		2019	Thru
Rendered by Issue	2	014	20)15	20)16	2	017	2	018	09)-30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		4		8		8		5		11	
Appointment/Hire	0	0	0	0	1	13	0	0	0	0	1	9
Assignment of Duties	0	0	0	0	1	13	0	0	0	0	1	9
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	33	0	0	0	0	0	0	0	0	1	9
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	1	33	3	75	1	13	2	25	1	20	4	36
Sexual	1	33	0	0	2	25	2	25	0	0	0	0
Medical Examination	0	0	1	25	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	13	0	0	0	0	5	45
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	13	5	63	3	60	1	9
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	13	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	1	13	0	0	2	18
Time and Attendance	0	0	1	25	1	13	0	0	1	20	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define								-				
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		2		1		1		10	
Appointment/Hire	0	0	0	0	$\begin{vmatrix} 2 \\ 0 \end{vmatrix}$	0	0	0	0	0	10	10

Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	10
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	1	10
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	1	100	4	40
Sexual	1	100	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	50	0	0	0	0	5	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	1	50	0	0	0	0	1	10
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	1	100	0	0	1	10
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define								-				
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	2		4		6		7		4		1	
Appointment/Hire	0	0	0	0	1	17	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	17	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	50	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			-					-	'			
Non-Sexual	0	0	3	75	1	17	2	29	0	0	0	0
Sexual	0	0	0	0	2	33	2	29	0	0	0	0

Years Total Complainants			28		322		348			344		312	
Total complaints from previous F	isca	ıl	32	4	378	3	416	41	1	391		329	
incui rears by buttles			20	14	201	5 2	2016	5 20	17	2018	_	9-30	
Pending Complaints Filed in Pr Fiscal Years by Status	revi	ous	_										
			-			C	om	para	tive	Data			
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0	
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act Violation	0	0	0	0	0	0	0	0	0	0	0	0	
Other - User Define	1	1	1		1	1			1			1	
Training	0	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	1	25	1	17	0	0	1	25	0	0	
Terms/Conditions of Employment	1	50	0	0	0	0	0	0	0	0	1	100	
Termination	0	0	0	0	0	0	1	14	0	0	0	0	
Telework	0	0	0	0	0	0	0	0	0	0	0	0	
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation Disability	0	0	0	0	0	0	5	71	3	75	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0	
Denied	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment			<u> </u>										
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	

Number complaints pending	2	2	4	1	1	
Investigation	3	3	4	1	1	0
ROI issued, pending Complainant's action	7	0	0	0	0	0
Hearing	300	359	405	401	382	299
Final Agency Action	13	13	11	9	8	31
Complaint Investigations	Comparative Data					
	Pre	Previous Fiscal Year Data				
	2014	2015	2016	2017	2018	Thru 09- 30

Pending Complaints Where Investigations Exceed Required Time Frames